

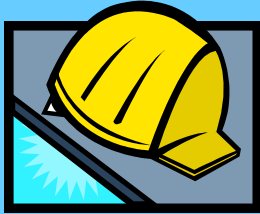


On Safety:

Human Resources has been understaffed in the last two months during the busiest time of the year—fiscal year end. Open Enrollment and the transition to a new health insurance carrier along with the long budget process and CMR approvals brought a temporary halt to a few other important efforts.

We are soon scheduling one last meeting to conclude the establishment of the Joint Labor Management Safety Committee. Now that the budget is adopted, all salary adjustments implemented and new insurance contracts in effect, efforts will resume to activate the committee for this new fiscal year. Members will be contacted with information for the next meeting.

MSDS audits were also delayed and will be resumed in August. Please be prepared to have HR staff review your records.



Alexa Peña

Hero for the Summer



The Aquatics Division and the City of Douglas have reason to celebrate the success of a new lifeguard this summer. **Alexa Peña**, a Sophomore at Douglas High School was hired by the City as a first time lifeguard in May. Brand

new as a lifeguard, brand new to a job, and what do you know, brand new to a situation during her watch the first week on the job!

Alexa responded to a drowning child during her second day on the job and performed her first save!

Great job, Alexa —you are one more great asset to the City of Douglas!

New Budget includes CMR's, Retirement Adjustment and Employee Premiums

Mayor and Council approved the Operating Budget for Fiscal Year 2005-2006 at the July 13th regular council meeting. This new budget contains the following salary adjustments: Funding for Classification Maintenance Reviews (CMR's), which will adjust various positions, a 1.7% retirement adjustment for ASRS members, and a \$750 employee lump sum premium for permanent employees and limited status on the City official pay scale and receiving benefits. Limited employees without benefits will receive a \$350 lump sum premium and all other status employees will receive a \$100 lump sum premium. Also, employees must have been employed with the City for at least six months in order to be eligible to receive the premium. Premiums will be disbursed on July 29th and remember, they will be taxed! Employee's affected by the CMR will receive a change of status notice with their paycheck of July 29th along with a copy of their updated job description. Call HR for more information.

Changes to Field Staff Uniform Allowance

The Public Works and Community Development Departments will see an increase to their uniform allowance for this new fiscal year. The increase goes from \$150 to \$300 with the boot allowance increasing from \$80 to \$120. The boot allowance is still part of the overall \$300 allowance, which leaves \$180 for uniforms for the year. The Finance Department will work to get samples and quotes to provide employees with a few options on the selections for the year. See your Department Heads for more information.



Recognition to Accounting Staff at DFD

Staff at the Fire Department have always worked hard at bringing in revenues from ambulance billings and this has always been one of their biggest challenges.

The City is very proud to announce that staff has reached an all time high in the amount collected for Fiscal Year 2004-2005 by bringing in \$500,000!

Great Job **Rosa** and **Nomi**!

Fourth of July An Awesome Blast of the Past

As you know, the Fourth of July festivities were dedicated as the City's Centennial Celebration. The pre- fireworks show, which included a retrospective film of Douglas' history was only a piece of what made for a great weekend.

The Mayor and Council recently recognized the many staff members whom worked so well together during the event. Yet another **THANK YOU** goes out to **David Cota** and his great staff at the Recreation Division for his coordination of the event and their constant presence during all festivities; Douglas Police Department and Explorers for their security presence; Aquatics Staff for water activities ; Parks staff for caring for the grounds throughout the weekend; **John Alvarez** for working so hard to coordinate a great parade; **Joey Alvarez** and all the DFD crew for the awesome fireworks show; Tiffany Garcia for her management of the beer booth; **Michael Moulinet** for bringing in the band and working endlessly to make sure the concert was a success; and to the many **unsung heroes** that worked from behind the scenes to contribute to a great celebration. The City has definitely raised the bar of expectation... Can't wait for next year!

New Face In HR

HR welcomes Maritza Lugo to their staff. Maritza comes to us from the hotel industry and is experienced in HR and payroll functions. She will begin handling hours entry and timesheet control and will transition into hours entry training, industrial injury processing, benefits and employee orientations.



Welcome Aboard!

COMMUNITY MOTTO CONTEST UNDERWAY!

The community of Douglas needs a Motto -

Express the principles, goals or ideals of Douglas in 4-8 words (Must include "Douglas" in entry). Winner will receive a Family Fun Package to the Cochise County Fair and \$100. Deadline to submit is July 25th. Forms are available at City Hall with Norma Vasquez.

Health Net New Health Insurance Carrier

The transition seems to have gone smoothly as the City changed health insurance carriers from Aetna US Healthcare to Health Net, effective July 1, 2005. Employees should have already received ID cards by mail. Please call Rocio at the HR Office if your cards did not arrive.

Health Net offers three plans to employees to choose from this year. One HMO plan and two PPO plans are available. Employees should have received a packet during open enrollment meetings outlining plan benefits. Packets are also available at the HR Office. Employees may contact Health Net Customer Service at 1-800-289-2818 for more information on plan benefits or access the website at www.healthnet.com.

Human Resources Department News Working Hard For You!

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The Mission of our Organization

The City of Douglas is committed to enhance quality of life and economic growth in the community by providing the finest municipal services through excellent customer service, consistent practices, and support of partnerships. In doing so, City employees are: Valued Innovative Empowered Well-Trained